Cornell Cooperative Extension | Northwest NY Dairy, Livestock and Field Crops Program

AG FOCUS

Planting Tips for Winter Small Grains

by Mike Stanyard

After a very challenging spring for all small grains, I am hearing some very respectable yield numbers across the NWNY region. Straw yields were also good and the high prices are reflecting the decrease in wheat acres this year. There are definitely some extra opportunities to plant some winter grains with all the preventative planted acres!

Planting Dates. September 15th is the earliest wheat, barley and rye should be planted in western NY. This has been traditionally based on the timing of the average first frost that would eliminate any Hessian flies. Ideally, between the last week in September and the first half of October has been the most productive planting window. It is recommended that triticale be planted two weeks before you normally plant your first wheat (first half of September) to maximize tillers if using as a forage crop (Tom Kilcer personal communication).

Variety Selection. Cornell has released the yield results of the 2019 small grain trials that were planted across the state. You can review this year and past year's results for red and white winter wheat, malting barley, oats and hybrid rye on their website, https://plbrgen.cals.cornell.edu/research-extension/small-grains/cultivar-testing.

Seeding Rates, Wheat. Seeding rates should increase as the season gets later and should be adjusted based on soil conditions (See chart) and % live seed. Seeds should be drilled 1-1.5 inches deep for good emergence. See examples below on how to calculate million/pounds of seed per acre.

	Seeding Rate (million seeds/acre)				
Soil Condition	Sept. 15	Sept. 25	Oct. 5	Oct. 15	Oct. 25
Good	1.33	1.45	1.57	1.69	1.8
Average	1.45	1.57	1.69	1.8	1.93
Poor	1.57	1.69	1.8	1.93	2.06

Live seed % = Recommended rate / Percentage of live seed = Rate/acre
Example: 1,450,000 seeds / .90 live seeds = 1.61 million seeds/acre

To figure out how many pounds per acre, use the following formula. Seeds per acre / # seeds/lb. = lb./acre
Example: 1,610,000 / 13,000 = 123.8 lb./acre

Other Winter Grains. Malting barley is a 48 pound bushel. We have gone with 2-2.5 bushels (96-120 pounds). Hybrid rye is a 56 pound bushel and should by planted at 800 thousand seeds/acre in later September and 1 million seeds/acre in October. Triticale planting should be between 100-125 lbs./acre.

Starter Fertilizer. I have seen an increase in the number of wheat growers putting down a starter with great end results! Phosphorus is very important and winter grains need 15 pounds just for strong seedling establishment. Follow your soil sample recommendations for P and K. Small grains should have 10-20 pounds of N, most of the P and possibly a little K in the starter. Triticale for forage will get most of the needed fertility if enough manure is plowed down prior to planting. If no manure, nitrogen will vary depending on planting date. The earliest plantings will need 90 lbs. This will gradually decrease to 60 lbs. by mid-September and 30 lbs. after September 20 (Tom Kilcer personal comm.).

Broadleaf and Grass Weed Management. Winter annual weeds are the most prevalent weed competitor for our winter grains. Chickweed, purple dead nettle, shepherds purse, corn chamomile and

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Margaret Quaassdorff
Dairy Management
Genesee County
585.343.3040 x 133 (office)
585.405.2567 (cell)
maq27@cornell.edu

Libby Eiholzer
Bilingual Dairy Management
Ontario County
607.793.4847 (cell)
585.394.0377 (fax)
geg24@cornell.edu

Nancy Glazier
Small Farms, Livestock
Yates County
315.536.5123 (office)
585.315.7746 (cell)
nig3@cornell.edu

John Hanchar
Farm Business
Livingston County
585.991.5438 (office)
585.233.9249 (cell)
jjh6@cornell.edu

Jodi Putman
Field Crops & Soils
Livingston County
585.991.5437 (office)
585.208.8209 (cell)
jll347@cornell.edu

Ali Nafchi
Precision Ag
Genesee County
585.313.6197 (cell)
amn93@cornell.edu

Joan Sinclair Petzen
Farm Business Management
Wyoming County
585.786.2251 (office)
716.378.5267 (cell)
jsp10@cornell.edu

Mike Stanyard
Field Crops & IPM
Wayne County
315.331.8415 x 123 (office)
585.764.8452 (cell)
mjs88@cornell.edu

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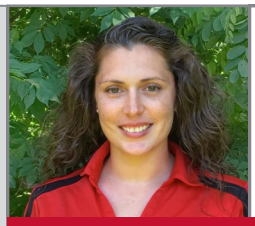

Brandie Waite
Administrative Assistant
Genesee County
585.343.3040 x138 (office)
bls238@cornell.edu

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others in the mustard family emerge right along with the crop in the fall. Many producers spray with Buctril or Harmony Extra in the fall so they are starting clean in the spring.

Marestail/horseweed can also germinate this fall right along with the wheat. Remember, most of our population is glyphosate (Group 9) and ALS (Group 2) resistant and will not be controlled with Buctril or Harmony Extra. This weed can be managed with tillage prior to planting. For No-tillers: small marestail can be taken out with 1 pint of banvel but needs to be applied at least 20 days prior to planting. It is important to start clean of marestail in either circumstance. We have more options to go after it in the spring with 2,4-D and Huskie.

Annual and roughstalk bluegrass and cheat populations continue to increase across the region. These grasses also emerge in the fall right along with the wheat. Osprey is the only option we have right now and is only labeled for use on wheat.

A good looking winter wheat field in early spring. Photo by Mike Stanyard

FOCUS POINTS...
...inside this issue

Upcoming Webinars

September 9, 2019 - Noon CST
"Incorporating Fats in the Dairy Ration"
Adam Lock, Michigan State University
Sponsored by Cargill
https://hoards.com/flex-309-Webinars.html

Get Ready for Winter Feeding by Nancy Glazier

Sorry to have a title like that, but it won't be long until it is time to get livestock off pastures and start feeding stored feed. This has been a doozy of a year for making hay, baleage or haylages. There has been a lot of 'bed and breakfast' hay put up – best for bedding with a little eaten for feed. Now is the time to figure out if your forages will meet your animals' nutritional requirements.

Labs will use one of two techniques for analysis – Near Infrared Reflectance (NIR) or Wet Chemistry. NIR uses computerized instrumental procedures for quick results based on the premise that each type of sample will have similar chemical components. It is precise but based on conventional results from Wet Chemistry calibrations. Wet Chemistry would be needed for any unusual samples.

A representative sample is needed for each type of feed with the analysis only as good as the sample. This may be by using a forage probe to sample bales or baleage. Baleage needs to have any wrapper cuts sealed with impervious tape. A larger probe is often used for silage or samples can be collected from silage freshly removed from the bunk face. Ideally samples are collected and frozen then combined for a composite prior to submission. Use caution climbing on stacked bales, piles or bunks. A minimum of 12-15 samples should be taken, mixed in a clean pail to develop a composite and submit the sample. A minimum of five or so grain samples should be collected for a composite sample, ideally with a grain probe, from various locations in the bin or truck. Cumberland Valley and Dairy One are two nearby labs that I have worked with in the past and offer quick turnaround.

Nancy taking a forage sample from baleage.

A forage or grain analysis will provide the protein, energy, and minerals in the feeds to develop a feeding program for your farm. These nutrients are required in differing amounts for each class or stage of growth and maintenance. This will be looked at in a future article. Feel free to call me if you have questions on sampling.

Two hay samples that look different. Only an analysis can tell which is the better forage.
Photos courtesy of Nancy Glazier

2019 Management Considerations for Harvest & Storage of Varying Corn Silage by Jodi Putman

This year has brought about many challenges to Western New York agriculture. Many farms suffered a long, wet planting season. For both dairy and livestock producers this will be a year when segregating your corn silage based on quality could play an important role in your herds' performance over winter. Harvest and storage management both effect silage quality.

Forage Maturity and Dry Matter

Harvesting forages at the right stage of maturity is important because it sets the stage for the rest of the year. Higher forage quality results in more animal consumption and in return increases milk production. Corn silage should be harvested when the whole plant is at 32 to 35% dry matter and the kernels are at ½ milk line. Conversely, whole plant dry matter and milk line do not always match up; therefore whole plant dry matter should be your first indicator for corn silage harvest. Harvesting silage that is too wet (typically < 28-30% DM) will result in excessive fermentations that produce high concentrations of acetic acids and results in nutrient run off. The problem with feeding large amounts of wet corn silage is a reduction in dry matter intake because of the high acid content.

Harvesting & Storage Considerations

- If it's at all possible, wait until the whole plant dry matter is at 32 to 35% dry matter. Harvesting wet corn silage increases runoff from the silage and makes it difficult to get good fermentation.
- Store any immature corn silage in a separate storage facility if possible. Also adding a lactic acid (microbial inoculant) based inoculant may help stimulate fermentation to immature corn silage due to its low bacterial population.
- Make sure that you have enough packing tractor weight. The rule of thumb is 800 lbs. of packing tractor weight for each ton of silage put in the bunk per hour. If you have a fill rate of 100 tons/hr., you would need 80,000 lbs. of tractor weight.
- Pack in thin layers (6-8 inches) if possible.
- Take samples during harvest and have them analyzed to provide a base of information on the nutrient content of the crop.
- Check chopper settings and particle size of material coming out of chopper. Adjust accordingly.
- Consider advantages and disadvantages to processing based on corn maturity.
- Continue to follow normal silage management practices of filling fast, packing and covering the top with plastic or the newer oxygen limiting silage covers.
- Give silo/bunk 3-4 months after filling before pulling feed from it.

Forage Quality & Mycotoxins

There are a number of factors that affect the forage quality of corn silage. Major factors on overall quality include whole plant maturity at harvest, ear to stover ratio and seasonal weather patterns. A healthy plant with minimal damage to plant tissue is able to mature to desired corn silage dry matter content in a more efficient and timely manner. It's extremely difficult to predict the chances of mycotoxin issue in silage. It is essential to recognize that mycotoxins only develop on living plant tissue and therefore the necrotic tissue resulting from leaf diseases are not an indicator of potential mycotoxin risk. Plant injury to living tissue, where mycotoxins can develop, such as feeding damage on the ears (western bean cutworm) and stalk can offer a pathway for disease organisms and moisture to get into the plant and wet conditions late in the growing season can increase the chances of mold development. There is no clear causal relationship for an indication that mycotoxins will develop. Work with your nutrition consultant at harvest to test for potential mycotoxin issues. (K. Wise., and Lawrence, J. Cornell University NYS IPM, PRO-DAIRY).

Cutting Height & Particle Size

When harvesting corn silage it is common to leave 4 to 6 inches of stalk in the field. The cutting height should be higher in dryer years to avoid nitrate accumulation in the lower third of the stalk. Nonetheless, some dairymen high-cut their corn silage as a normal practice. By leaving more of the stalk in the field higher concentrations of fiber and lignin are left and can help improve your soil conditions. In addition to this high cut corn silage (18 to 20 inches of stalk) results in slightly lower concentrations

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2019 Management Considerations for Harvest & Storage of Varying Corn Silage

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of fiber and lignin but greater concentrations of starch and net energy (Wu and Roth, 2003). Chop size typically runs between 3/8 to ½ inch for unprocessed corn silage and about ¾ inch for processed silage. When corn silage makes up the majority of your forage diet, 15-20% of the particles should be greater than 1.5 inches long.

Wu, Z., and G. Roth, 2003.
Considerations in Managing Cutting Height of Corn Silage
http://www.das.psu.edu/user/publications/pdf/das0372.pdf.

Processing

The processing of corn silage improves starch and allows for good packing and is an accepted method utilized to improve the quality of corn silage. Whole plant processing crushes the entire plant through rollers and can be done in the field during harvest, at the silo but prior to storage, or after ensiling and just prior to feeding. In doing so it can improve animal digestion.

2019 Ontario County Fun on the Farm

September 21 from 11:00 am - 4:00 pm

Hosted by: J. Minns Farms and Sons
3379 Seneca Castle Rd., Seneca Castle, NY 14547

Brining Agriculture and the Community Together! There will be many agricultural products available to sample. Free event. Fun for all ages.

Discouragement by Timothy X. Terry, Harvest NY

I had an entirely different article planned for this month. It was written, formatted, and ready to submit, but the subject of discouragement came up in my morning devotional today. (Thank you Dr. Charles Stanley) Given what the industry (you) have been enduring – low farm gate prices, increased government regulation, negative perception by a poorly informed public – I thought it to be a more timely topic. Those of you who have known me for a while know that I can appreciate your situation, at least to some degree. In my career I have been downsized, restructured, budget-cut, and had my position eliminated despite glowing performance reviews. I've also been evaluated using a metric formulated by individuals far removed that has little or nothing to do with my job responsibilities. So, yes, I feel your pain.

What it is

Discouragement is a powerful and destructive force, to be sure. However, understand that… - it's a choice. Yes, it is often the default response, but you are free to choose another at any time. The sooner, the better.

- It's universal. We live in a fallen world populated by flawed people. Given this, *everyone* will experience periods of discouragement.
- It can recur. Even if we feel we've settled an issue we may encounter a "trigger" that opens up old wounds.
- It can be temporary or lifelong. Again, it's a choice. You can face it head-on and deal with it, or you can let it fester and infect every subsequent decision, action, or relationship.
- Despite its power and destruction it is conquerable. Experts point to faith, family, and friends as a three-prong approach to defeating discouragement.

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Diagnosis

A good physician treats the root cause, not just the symptoms. To lessen discouragement's paralyzing effects you need to determine its source.

- Unresolved disappointments – our own or someone else's failed expectations.
- Constant criticism – unless there is solid evidence of truth in the comment, learn to let it go. (Corollary: as a manager, learn to phrase these comments in a constructive manner)
- Feel no one is listening – often leaves one with a sense of rejection.
- No appreciation for best or >100% efforts – failure to be acknowledged for these over-the-top efforts may feel like a personal rebuff. (Take home: Managers, don't be stingy with public acknowledgements and/or attaboy/girls)
- Bad working conditions – not only the physical facilities but supervisors and co-workers, as well. Remember: one bad apple can spoil the whole barrel.
- Lacking opportunities to shine -- Are you a square peg in a round hole? Are you struggling under tight-fisted management that discourages innovation?

The Conquest

As mentioned earlier, faith, family, and friends are a three-prong prescription for treating discouragement, but that's only part of it. There are things *you* can do to conquer this malady.

- Look within – Am I part of the problem or part of the solution? Be honest with yourself.
- Admit that you are discouraged – denial doesn't help anyone.
- Identify the root cause – name it and face it (see above). Once you diagnose the specific cause it will likely give you the direction you need to go. Maybe it's reassignment of job duties. Maybe it's retraining (that's how I went from animal scientist to engineer). Maybe it's repurposing existing assets for a new enterprise.
- Recall the nature of the discouragement – disappointments will come and go, but discouragement is a chosen response. You can chose another.
- Spend time meditating on Scripture – this is the faith part.
- Take your discouragement to God in prayer – also the faith part.
- Focus on the opportunity not the situation. This doesn't mean you have to go full on Pollyanna and ignore any present danger, but you can chose to focus on the storm clouds *overhead* or the rainbow *up ahead*.

Discouragement is insidious. Don't underestimate its destructive power. By keeping watch you can avoid its deadly trap.

Multi-State Beef Tour Adds More Interesting Stops!

Join Mike Baker, Cornell Beef Specialist, and fellow farmers as we embark on a 5-day bus tour of cattle operations in Ohio, Kentucky, West Virginia, and Pennsylvania. We will be leaving Ithaca on **Tuesday, September 24th and return Saturday, September 28th**.

Our first stop with be **Young Cattle Company**, Belmont, OH. Rick and Jayne are winners of the 2014 Stocker of Year and the NCBA Environmental Stewardship awards. They've taken re-claimed strip (coal) mines and turned them into some of the most productive farmland in the tri-state area. The bread and butter at Young Cattle Company is selling steers and heifers at 750-850 pounds to Midwestern feedlots.

Two other features will be visiting regional stockyards. The first is **Bluegrass Stockyards** in Lexington, KY. This is one of the premier stockyards in the U.S. We will get a back stage tour of the livestock facilities. In addition to selling livestock, the Blue Grass Stockyards is a Regional Marketplace with dining, retail and education spaces.

The second stockyard is a bit more traditional, **Cattlemen's Livestock Exchange** in Lewisburg, WV. While traditional, this doesn't mean low tech. They have installed a state of the art Silencer chute system to process incoming cattle and utilize ViewTrack Technology to clerk the auction from start to finish. Veterinarians offer on-site services which includes pregnancy checks, breeding soundness exams and processing of calves. We will be there for their Friday feeder and yearling sale.

Cost is $750/person based on double occupancy. Cost includes transportation (coach bus with free Wi-Fi) from Ithaca, lodging, and some meals. If interested, please contact **Mike Baker, Beef Cattle Extension Specialist: mjb28@cornell.edu, 607-227-6320.**

Registration deadlines:

Sept 3. Down payment of $325/person
Sept 16. Remainder of $325/person
Check payable to *Cornell University*
c/o Barb Jones
114 Morrison Hall
Cornell University
Ithaca, NY 14853

How to Navigate Late-Planted 2019 Corn Silage

by Margaret Quaassdorff

This year's late planting of a substantial number of acres of corn silage will cause that crop to have delayed maturity. Because of this, we know that harvesting this year's corn silage crop and using it to its potential is going to require strategic planning.

From the NOAA website, projections for September and October still show a 40-50% probability of higher than average seasonal temperatures. This is good news as typically Growing Degree Day (GDD) accumulation slows in late summer and early fall, but warmer days will allow for an extension. According to Joe Lawrence, Dairy Forage Systems Specialist, the ability to record silking and tasseling dates and track GDD accumulation is a useful indicator of when to harvest corn silage. The Growing Degree Day Calculator, a new tool from Cornell University's Climate Smart Farming program, looks at expected GDD accumulation from planting, based on long term averages, and can be used to project GDD accumulation from silking date to predict harvest date. The rate of plant dry down varies with weather conditions, but it can be predicted that the corn silage will lose 0.5-0.75% of moisture per day after the GDD benchmark has be reached. To explore the harvest date for your different planting dates, use the calculator found here: http://climatesmartfarming.org/tools/csf-growing-degree-day-calculator/.
For further instruction, the video guideline can be found here: https://vimeo.com/340915608.

It may be necessary to allow an immature crop to stand in the field after frost while dry matter (DM) is monitored until it reaches a more ideal percent for optimal fermentation (32 -35% DM). Frost damage to the leaves causes them to turn brown and shrivel, giving the appearance of a significantly drier plant than what is true. Monitor whole plant dry matter by sampling a few representative plants and, chipping them, and drying via Koster Tester or other method.

Before you are chopping or filling the bunk is the time to think about inoculants and preservatives. Typically we do not worry as much about corn silage, but low dry matter (below 30% DM) alters fermentation negatively causing excessive acetic acid production, and increases silage seepage from the bunker. Acetic acid fermentation decreases feed intakes, so it is advisable to add an inoculant that may help sway things towards a more ideal lactic acid fermentation. If possible, store immature corn silage separately from high quality corn silage, in separate bunker, bag or pile. Opening a good bunker of corn silage several weeks into fermentation will introduce oxygen and increase spoilage and poor fermentation. Understand, also, that nutrient sampling should be done to understand DM%, starch, sugar, and fiber content and their digestibilities, to adjust rations accordingly.

Overall yield of immature corn silage is expected to be 15-50% less than normal silage yield depending on variety, planting date, and field conditions. Neutral Detergent Fiber (NDF) digestibility is determined by the growing environments during the vegetative state. Starch content is more effected in the time after tasseling. Drought conditions during the vegetative state tend to increase NDF digestibility, while overly wet conditions will reduce it. For 2019, energy content of the late-planted forage may take a hit as starch levels will likely be lower due to immature kernels. There is a bright side, as better digestibility (predicted to be 5 -15% greater) of the fiber portion may help to alleviate this setback, depending on the weather and soil type in your region. A more digestible fiber portion allows cows to eat more of the forage, but be prepared to incorporate byproduct feeds if you will be low on total forage inventory. Work with your nutritionist to determine your current inventories, and identify other sources of neutral detergent fiber (NDF) including soyhulls, beet pulp, cottonseed, gluten feed, etc. Be sure to look into corn grain prices and other sources of energy as well, and determine what you may need in the coming year to fill any gaps. Dates and locations for *Burn Down Days* in September (and beyond) will be updated on our website as we approach harvest season. Stay tuned!

Monitor corn silage dry matter in the field to determine optimal harvest date. Photo by Margaret Quaassdorff

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2005 PETERBILT 378; 475 HP CAT C15; Jake Brake; 10-Spd. Manual; 206" WB; 12,000# F/A; 46,000# Locking Rears on Chalmers Susp.; Polished Alum. Wheels; Dual Exhaust & Air Cleaners; 738,651 Miles; Stk. #5821 - $60,000

2008 MACK GRANITE GU813 WATER TANK TRUCK; 485 HP Mack MP8; 18-Spd.; Tandem Axle; 24.5 Tires (75% Rubber); 236" WB; 20,000# F/A; 46,000# Locking Rears; 4,400 Gal. Water Tank w/Pump; Can Separate Tank from Chassis; 21' Frame Behind Cab; 170" CT; 337,914 Miles; Stk. #5838 - $83,000

2007 KENWORTH T800B; 475 HP CAT C15; 18-Spd. Manual; TRI-DRIVE Cab & Chassis; Hendrickson Air Ride; 20K F/A; 69K Triple Locking R/A; 266" WB; 23'6" Frame Behind Cab; 186" Cab To Center Of Center Drive; 4.30 Ratio; 219,167 Miles; Stk. #5982 - $68,000

2004 KENWORTH T800; 435 HP CAT C15 Single Turbo; 10-Spd.; Double Frame; Full Locking 46,000# Rears; 16,000# Fronts; Air Lift Axle; 4.33 Axle Ratio; 280" WB; 208" CT; 268" Total Usable Frame; 241,888 Miles; Stk. #5959 - $49,900

2004 KENWORTH T800; 525 HP CAT 6NZ; 18-Spd. Manual Trans.; Clean Datcab w/220" WB; 46K Full Locking Rears; KW 8-Bag Air Ride; 4.11 Ratio; Stk. #5725 - $58,000

2003 PETERBILT 367; Daycab; 485 HP Cummins ISX; Allison Auto. Trans.; Tandem Axle; 24.5 Tires; Alum./Steel Wheels; 202" WB; 14,600# F/A; 44,000# Full Locking Rears; Wetline; 109,212 Miles; Stk. #5843 - $55,500

2006 INTERNATIONAL 7600; 330 HP Cummins ISM Diesel; 10-Spd.; Color: Red/Black; 22.5 Tires; Steel Wheels; 256" WB; Double Frame Rafted w/Moffet Forklift Carrier; Steerable Lift Axle; 22' Deck(We Will Separate The Deck); 319,213 Miles; Stk. #5731 - $37,900

2003 KENWORTH T800; 475 HP CAT C15 6NZ Turbo; 8LL Manual Trans.; Clean Daycab w/12,800# Front Axle; 46K Rears On KW 8-Bag Air Ride; 4.11 Ratio; 186" WB; Wetline; 447,898 Miles; Stk. #5925 - $53,000

2010 PETERBILT 365; 350 HP Cummins ISM Engine; Allison Auto.; Long, Double Frame Cab & Chassis w/300" WB; 227" CT; 31' Frame Behind Cab; 18,000# F/A; 60,000# R/A On Hendrickson Susp.; 87,267 Miles; Stk. #5907 - $62,900

1999 MACK RD688S DUMP TRUCK; 400 HP Mack E7; Engine Brake; 8LL Trans.; Rubber Block Susp.; Tri-Axle; 19' Steel Body; 20,000# F/A; 46,000# R/A; 22.5 Tires; 248" WB; Spoke Wheels; EXPORT PRICED!!!; 777,148 Miles; Stk. #5902 - $19,500

2005 PETERBILT 357; 370 HP Cummins ISM; 8LL Trans.; Quad Axle Cab & Chassis w/Double Frame; 18K F/A; 44K Full Locking Rears; (2) 11K Steerable Lift Axles; Air Trac Susp.; 22' Frame Behind Cab; 212" CT; 302,500 Miles; Stk. #5831 - $48,500

2002 KENWORTH T800; 475 HP CAT C15 6NZ; 10-Spd. Manual; Double Frame; Daycab w/20,000# F/A; 46,000# Locking Rears; NEWAY Air Ride Susp.; 5.29 Ratio; 204" WB; 16' Of Frame; 186,151 Miles; Stk. #5097 - $39,500

2011 KENWORTH W900B DAYCAB; 600 HP Cummins ISX; 18-Spd.; Engine Brake; Air Ride Susp.; 14,600# F/A; 46,000# Full Locking Rears; 22.5 Tires; 236" WB; Air Slide 5th Wheel; Engine Rebuild @ 176,170 Miles; Service Records Available; 327,006 Miles; Stk. #5238 - $56,900

1998 KENWORTH T800; 335 HP CAT C10; 10-Spd. Manual; Double Frame Rafted w/Palfinger 24001 Knuckle Boom w/68' Reach; Max Lift Capacity 18,700 lbs.; (2) Outriggers; 18,740# F/A; 44,000# R/A; 4.33 Ratio; 262" WB; 22'x96" Steel Deck; Rear Mounted Lift Axle; 343,738 Miles; Stk. #5923 - $39,500

2006 INTERNATIONAL 7600; 335 HP Cummins ISM; Allison Auto.; 5.55 Ratio; 22.5 Tires; 220" WB; 20,000# F/A; 46,000# R/A; Double Frame Cab & Chassis w/17' Frame Behind Cab/Muffler; 136" CT; 83,267 Miles; Stk. #5786 - $39,900

2006 KENWORTH T800; 475 HP CAT C15; 18-Spd. Manual; Clean, Low Mile Water Tanker w/Hamm's 4,400 Gal. Steel Tank w/Pump; 20K F/A; 46K R/A; 256" WB; Neway Air Ride; 36" Bunk; 121,630 Miles; Stk. #5988 - $50,000

2005 KENWORTH W900 CAB & CHASSIS; 335 HP CAT C13; 8LL Trans.; Engine Brake; Hendrickson Susp.; 18,000# F/A; 46,000# Full Locking Rears; 4.88 Ratio; 24.5 Tires; 250" WB; Clean, Low Mileage Southern Truck; 106,595 Miles; Stk. #5718 - $48,900

2005 PETERBILT 357; 335 HP CAT C11; Allison Auto.; Twin Steer Ready-Mix Truck w/CBMW 11 Cu. Yd. Mixer; 280" WB; Chalmers Susp. 21'6" Frame Behind Cab; 200" CT; 18,834 Hours; 119,190 Miles; Stk. #6062 - $49,500

2005 INTERNATIONAL 5600i; 400 HP Cummins ISX; Allison 6-Spd. Auto. Trans. w/PTO; Double Frame Cab & Chassis w/20K F/A; 58K Rears; 19' Double Frame Behind Cab w/2' Of Single Added On; 140" CT; 206" WB; Hendrickson Spring Beam Susp.; 6.37 Ratio; 136,225 Miles; Stk. #6072 - $43,500

2008 KENWORTH T800 WINCH/OIL FIELD TRUCK; 400 HP CAT C13; Engine Brake; Air Ride Susp.; 38,480# F/A; 46,000# Full Locking Rears; 4.10 Ratio; 333" WB; Twin Steer, Double Frame Truck w/360" Bridge Measurement; Premier Titex Pump; Pullmaster WL25 Winch; Max-Lift 360 Crane; Will Separate Pump, Winch & Crane From Chassis; 256" CT; 30' Frame Behind Cab; 238,383 Miles; Stk. #5910 - $45,900

2003 KENWORTH W900; 320 HP Cummins ISM; Allison Auto.; Clean, Low Mile Cab & Chassis w/20,000# Front Axle; (2) 11,000# Steerable Lift Axles; 44,000# Full Locking Rears On Chalmers Susp.; 5.43 Ratio; 250" WB; 21' Frame Behind Cab; 156" CT; Muffler Takes Up 12" Behind Cab; Stk. #6016 - $54,900

2010 INTERNATIONAL 5600i; 425 HP Cummins ISM; Allison Automatic Trans.; 172" WB; Wetline; 20K Front Axle; 58K Rears On Hendrickson Susp.; 12R24.5 Rubber; 226,177 Miles; We Can Stretch This Tractor To Any Length For HD Cab & Chassis; Stk. #5943 - $47,000

2004 WESTERN STAR 4900S 430 HP CAT C12; 18-Spd. Manual; Clean, Low Mile Tank Truck w/4,360 Gal. Steel Tank & Bowie 3" Pump; 16K F/A; 46K Full Locking Rears; 252" WB; Chalmers Suspension; 133,613 Miles; Stk. #5979 - $38,500

$$$$$ WE BUY MACK, FREIGHTLINER, PETE, KENWORTH, Etc. TRUCKS and CAT, KOMATSU, CASE, HYUNDAI, IR, Etc. CONSTRUCTION EQUIPMENT for $$$$$

Realize Peace of Mind by Planning Today for Solutions Tomorrow

by Pilar McKay, CCE Ontario County

This article is adapted from "How to Plan a Graceful Exit" by Stephanie Plaster, Agricultural Educator from University of Wisconsin Extension in Ozaukee and Washington Counties that appeared in Progressive Dairy on November 6, 2018.

Every farm should have an exit or transition plan. When planned, a graceful exit from the farm or farm enterprise can be done in stages and on your own terms. A well-planned exit is not a failure; it can be a smart business decision for realizing peace of mind.

For your own farm, think about:

1. Who do you need to be on your farm's transition team?
2. What are your goals for your farm or farm enterprise, now and moving forward?
3. What circumstances on the farm or in your family could trigger an exit or transition?

How to plan a graceful exit

Each farm has a unique vision and, therefore, a unique transition. Planning can help ensure the farmer has control of the ultimate outcome. Planning can also:

- Provide opportunities for the farm to receive the maximum amount of value from an enterprise no longer meeting business expectations;
- Help identify additional opportunities and determine what can be done with the land and facilities, if an exit were to occur; and,

- Help discover opportunities and define triggers so that if an exit is needed, then keeping parts of the farm may be possible.

Start with a team

Putting together the appropriate team to plan will help to identify and prioritize farm issues, develop a plan of action, and hold everyone accountable to ensure work gets done. When called on, team members need to participate and respect their roles as well as everyone else's in the process.

Owners, investors, key employees, accountants, attorneys, lenders, unsecured creditors and a facilitator may be involved in planning. A trained facilitator, like an extension agent, can help make the process run smoothly.

Meeting tips

Participants may need several meetings before they feel comfortable enough to accomplish the vision of where the farm is headed. Communication is key: silence is seen as acceptance, so it is important for everyone to have the opportunity to speak and contribute to the plan.

Set family, business goals

Set your family and business goals by having each farm partner or spouse create three individual goals. Share these goals and use them to create three to five family goals and three to five farm business goals. When the farm is no longer meeting these goals, it is time to start initiating the exit.

Answering key questions

To develop your unique plan, you will have to answer: What is our trigger situation? What needs to change? Do you and your family still want to farm? Where do you want/need to be in three months? Six months? One year? How do you get there?

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Realize Peace of Mind by Planning Today for Solutions Tomorrow

(Continued from page 13)

The plan is a guide to help you through the process. The plan should be written down and your team should execute it. However, the plan does not have to be carved in stone; it's OK to make a mistake and revise as you go.

Maintain a support system

Exiting the farm or business is likely to be stressful and upsetting so establishing and maintaining a support system is vital. Exiting can lead people to feel like they are alone or failed. Maintaining friendships and relationships in the community will help ease the transition into your next venture, helping to create peace of mind.

For more help with a support system, visit: www.nyfarmnet.org/, www.farmaid.org, or https://suicidepreventionlifeline.org/ (or call 1-800-273-8255 anytime 24/7 for the National Suicide Prevention Lifeline)

Read more at this link: https://www.progressivedairy.com/topics/management/how-to-plan-a-graceful-exit

Questions? Comments? Please contact: Joan Petzen (jsp10@cornell.edu) 716-378-5267 or John Hanchar at (jjh6@cornell.edu), 585-233-9249, or Pilar McKay at (pem23@cornell.edu) 585-394-3977 x402

PRODUCTIVITY BEST PRACTICES

Best Practices to Increase Your Lamb Crop

Best Practices Aim to Increase Productivity for Lamb Producers

Helping each sheep producer find ways to be more efficient plus take more control of flock productivity, both of which protect against price volatility, is the bottomline reason for the *Best Practices to Increase Your Lamb Crop* fact sheets. The series is a joint effort of the American Lamb Board (ALB) and the American Sheep Industry Association's Let's Grow program. These fact sheets were developed by a group of industry experts and are designed to help producers increase their productivity and profitability. The twelve fact sheets can be found at: https://lambresourcecenter.com/production-resources/best-practice-resources/.
For printed versions of the fact sheets please contact Nancy Glazier nig3@cornell.edu or 585-315-7746.

Best Practices to Increase Your Lamb Crop

- Introduction and Key Indicators
- Optimal Nutrition
- Select for Prolific Genetics
- Testing Rams for Breeding Soundness
- Cull Underperforming Ewes
- Test for Pregnancy Status
- Disease Prevention and Treatment
- Reduce Lamb Loss
- Manage for Seasonal Changes in Reproduction
- Match Reproduction to Management
- Use Crossbreeding
- Breeding Ewe Lambs
- Accelerated Lamb Cycles

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2019 Livingston County Farm Fest

September 14 from 11:00 am - 3:00 pm

Mulligan Farm - 5403 Barber Road, Avon, NY 14414

Hosted by Livingston County Farm Bureau. Join us for the Livingston County Farm Fest 2019!! Great food vendors, farm tours, fun activities, petting zoo and more!

Onboarding Dairy Farm Employees

Safe, Productive and Engaged from Day One by Cornell Ag Workforce Development

Have you noticed that some farms have had the same employees for years, while others struggle to keep employees? Employee retention can be a challenge in agriculture. Recent research on large dairy farms indicates annual employee turnover rates range from 20 to 80 percent. The first days and weeks on the job set the course for a new farm employee. Given the tight labor market, a successful onboarding program can be an essential tool to help reduce employee turnover, increase employee safety and productivity, and contribute to a farm's success.

New employee onboarding is a management process to bring new employees into the farm business, complete necessary paperwork, equip them with safety and performance knowledge and skills, and make them feel connected to a worthwhile team. Onboarding should focus on the new employee as a person, not just as a worker, and not just on the business.

If an employee has a positive onboarding experience, their likelihood of staying at the place of employment for more than three years is about 69 percent, according to the Society for Human Resources Management. In addition to less turnover, employees are approximately 50 percent more productive and 54 percent more engaged.

Conversely, if an employee is poorly onboarded, this sets employees up for failure. The first impression can be the make or break of whether that employee returns tomorrow or leaves as soon as they can find another job. The onboarding process can help eliminate that experience and serve as a positive experience for the new hire. From the employer perspective, much is gained.

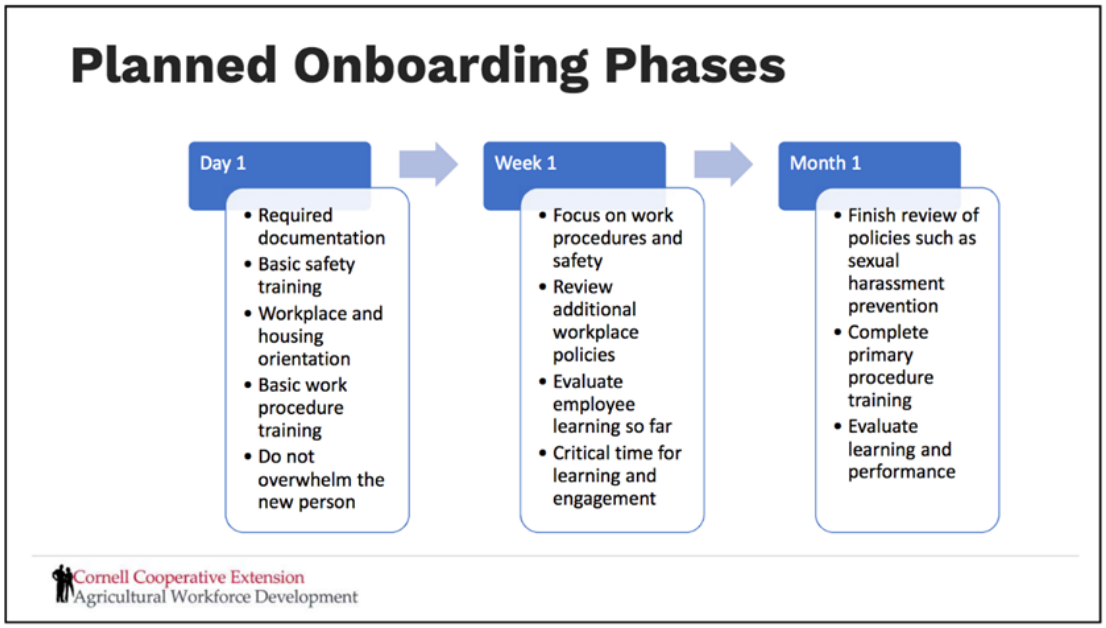
"A successful onboarding process begins with a well-planned orientation, training and compliance, and leads to improvements that benefit both the manager and employees throughout the relationship," said Dr. Richard Stup, Cornell Agricultural Workforce Specialist.

Identified as a priority by New York's Ag Workforce Development Council, Cornell Ag Workforce Development is developing a new onboarding project that was funded in 2019 by the New York Farm Viability Institute. The project "Safe, Productive and Engaged from Day One" focuses on developing tools, trainings and templates to help navigate employment requirements and improve human resource management practices.

Agriculture Workforce Development's "Onboarding Template" helps you quickly develop a complete onboarding program with orientation and training that:

- Ensures compliance with basic regulations and policies.
- Provides clarification on work procedures and expectations, and offers safety training.
- Establishes a workplace culture based on values, philosophies and traditions.

(Continued on page 17)



Onboarding Dairy Farm Employees

(Continued from page 16)

- Creates connected relationships at work that allow employees to engage and thrive.

An effective onboarding program will:

1. Establish a farm culture that is safe, productive and engaging.
2. Set clear, upfront job expectations that employees can fully understand.
3. Provide immediate safety training to avoid injuries.
4. Promote compliance with all employment regulations.
5. Communicate important farm policies and procedures, especially those that may differ from previous employers.
6. Overcome language barriers so that everyone can understand each other.
7. Increase employee commitment and reduce turnover.
8. Provide accessible and realistic support for farm onboarding, even when labor and time are in short supply.

Over the next year, the Cornell Ag Workforce Team will partner with 25 farms to develop onboarding materials, trainings and methods. **If your farm is looking for a way to improve employee retention and increase overall productivity of employees**, we are looking for local farms to participate in this project over the next year, with more added in 2020. Please contact Libby Eiholzer geg24@cornell.edu, 607-793-4847 for more information and a flyer about this exciting program.

Cornell Ag Workforce Development's mission is to help farms and agribusinesses build committed and effective teams who will carry out the important work of feeding the world. We believe that agricultural work can, and should be, engaging and rewarding for everyone involved. Managers can build committed teams by applying the best human resource management practices for the agricultural setting.

Winter Triticale for Extra Spring Forage

by Mike Stanyard

The wet spring delayed haylage harvest and made it nearly impossible to achieve good high quality first cut. Combined with many acres of late planted corn for silage, farms could be short on quality feed going into 2020. I am getting some questions about planting additional forages like winter triticale.

Many farms have been growing winter triticale as a double crop following corn silage with great success. Work in the region by Quirine Ketterings and Tom Kilcer have shown that it is a good fit for the dairy and if done properly can provide 2 to 4 tons of dry matter per acre of high quality forage in the spring. Those farms that have stuck with it have learned to make some high quality forage and have made it part of their rotation.

Planting Date. As with any small grain, start with high quality seed. We want good germination and successful emergence. **It is recommended to plant 100-125 lbs. per acre**. Over the years and many research trials, we have developed a rule of thumb that winter triticale for forage needs to be planted 10-14 days before the normal wheat planting date. So we are looking at the last week in August through the first week of September as optimum. The earlier planting allows for sufficient accumulation of growing degree days to develop as many tillers as possible this fall. We can still plant into early October in our area but realize that yields will probably be down by 30% compared to early September.

Plant with a drill at 1.25 inches deep. This will be crucial to get a deep root base established to prevent possible winter kill and heaving. This is even more crucial on later planted fields. I have seen fields that broadcasted seed and worked it in. These fields had uneven emergence, were patchy and just didn't produce as well. Remember, you are planting a high quality forage crop not a rye cover crop!

Fertility. Most of the needed N-P-K will come from manure worked in following corn silage harvest. It is still best to soil sample to see if additional P and K are needed. If no manure prior to planting, nitrogen will vary depending on planting date. The earliest plantings in August will need 90 lbs. N. This will gradually decrease to 60 lbs. in the first half of September and 30 lbs. after September 20 (Kilcer, personal comm.). An added sulfur source has shown to be beneficial or use ammonium sulfate as your N source. If N can't be worked in (no-till), a protectant should be applied if we remain dry and hot. Again, it is best to soil sample to determine P and K levels. A good "blue book" number would be 40 lbs. each of P205 and K20.

Early planting definitely has its advantages as winter triticale serves a dual purpose of keeping the soil covered over fall and winter and providing quality forage in the spring. Getting the plant well established in the fall with maximum tillers will help it get through the winter and off to a quick start in the spring. An additional 50-80 lbs. of N will be needed at green-up. This can be based on how it looks coming out of the winter. If it looks good, push it with more N.

For additional information on winter triticale see the Cornell Nutrient Management SPEAR program Fact Sheet #56, Winter Triticale Forage:

http://nmsp.cals.cornell.edu/publications/factsheets/factsheet56.pdf

or an excellent video on growing high quality triticale from Tom Kilcer at:

https://www.youtube.com/watch?v=sCr-aAN-Eng.

Winter triticale following corn silage

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Mark Your Calendar
» UPCOMING EVENTS

14 ***Livingston County Farm Fest,*** 11:00am - 3:00pm, Mulligan Farm 5403 Barber Rd., Avon, NY 14414. Great food vendors, farm tours, fun activities, petting zoo and more!

18 ***30th Annual Genesee County Decision-Maker's Ag Tour,*** 8:00am - 12:30pm, Kennedy Building at The Genesee County Fairgrounds 5056 E. Main St. Rd., Batavia, NY 14020. Tour includes breakfast, presentation from Bill Shreiber, O-AT-KA Milk Products Co-Operative, Inc., visit to Autumn Mood Farm Winery, Black Creek Cidery and Sweet Life Country Store. Free and open to the public but you must register with the Genesee County Chamber of Commerce 585-343-7440 or online at: http://geneseeny.chambermaster.com/events/details/30th-annual-decision-maker-s-ag-tour-79

21 ***Ontario County Fun on the Farm,*** 11:00am - 4:00pm Hosted by the Minns Family, J. Minns Farms and Sons 3379 Seneca Castle Rd., Seneca Castle, NY 14547. Bringing Agriculture and the Community Together! For more information visit: https:/www.ontariocountyfunonthefarm.com/

24–29 ***Multi-State Stocker Tour,*** Save the Date. Leave Ithaca, travel to Ohio, Kentucky, West Virginia, Pennsylvania and return to Ithaca. See details on page 10. Cost $750/person based on double occupancy, includes transportation from Ithaca, lodging and some meals. Contact Michael Baker if interested 607-255-5923 or mjb28@cornell.edu

TBD ***Beef Quality Assurance (BQA) Training***, Held in Niagara County. cost $15 per person/ $25 per farm. Contact Nancy Glazier for details: 585-315-7746 or nig3@cornell.edu.

TBD ***Beef Quality Assurance (BQA) Training***, Held in Yates County. cost $15 per person/ $25 per farm. Contact Nancy Glazier for details: 585-315-7746 or nig3@cornell.edu.

TBD ***Look for Dry Down Days,*** More information coming soon. Check the NWNY Team's website for dates and details: https://nwnyteam.cce.cornell.edu/